

A woman with dark curly hair, wearing a pink short-sleeved shirt and a black skirt, is smiling and presenting to a group of people in a meeting room. She is holding a small object in her hand. The room has whiteboards and posters on the wall. The logo 'Familyhood' is visible in the top right corner of the image.

Familyhood

# TANF Modernization Training

## Motivational Interviewing for Oklahoma Human Services

**DECEMBER 6-7, 2022**

A stylized outline of a house or building, composed of several nested shapes, is positioned in the bottom right corner of the blue background.

December 6, 2022

# DAY 1 AGENDA

|          |  |
|----------|--|
| 10:00 AM | <b>Welcome &amp; Sparkup Set-Up</b><br>Rena Hernandez & Scotti Wilson, Public Strategies<br><br><i>Get to know your presenters and fellow trainees.</i>  |
| 10:20 AM | <b>Team Building Activity</b><br>Rena Hernandez & Scotti Wilson, Public Strategies<br><br><i>Engage in a fun, energizing activity to promote readiness to learn.</i>   |
| 10:30 AM | <b>Roadmap Recap &amp; Speaker Introduction</b><br>Keith Jossell, Public Strategies<br><br><i>A quick update on the TANF Modernization roadmap and an introduction of Dr. Thad Leffingwell.</i>  |
| 10:35 AM | <b>Why Do We Need Motivational Interviewing?</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br><br><i>A brief overview of the next two days plus a first look at a “motivational interviewing” (also known as MI) conversation to see how it looks and feels so we can set the stage for understanding the content to come.</i>  |
| 11:05 AM | <b>How People Change</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br>Rena Hernandez, Public Strategies<br><br><i>Learn about the challenges “human nature” creates for behavior change and gain a better understanding of why habit change is so difficult. Participants will learn how to navigate these challenges to effectively guide others to make helpful changes in their lives.</i> |



December 6, 2022

# DAY 1 AGENDA

|          |  |
|----------|--|
| 12:00 PM | <b>Lunch</b>   |
| 1:00 PM  | <b>Team Building Activity</b><br>Rena Hernandez & Scotti Wilson, Public Strategies<br><br><i>Take part in an activity to build rapport and connection with your team members.</i>  |
| 1:10 PM  | <b>Principles of MI</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br>Scotti Wilson, Public Strategies<br><br><i>Motivational Interviewing has both a style and feel, as well as specific strategies and goals. Learn the basic building blocks of MI as a foundation for subsequent skills.</i>                                 |
| 2:15 PM  | <b>Engaging Skills</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br>Rena Hernandez, Public Strategies<br><br><i>Utilize active listening skills and learn how important these skills are to MI. Understand how to identify roadblocks that inhibit effective listening and have a chance to reflect on that with a partner.</i> |
| 3:00 PM  | <b>Break</b>   |



December 6, 2022

# DAY 1 AGENDA

|         |   |
|---------|---|
| 3:15 PM | <p><b>Focusing the Conversation</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br/>Scotti Wilson, Public Strategies</p> <p><i>Learn about target behaviors in MI, how to select those target behaviors for the MI conversation, and strategies for focusing the conversation.</i></p>  |
| 3:40 PM | <p><b>Identifying Change &amp; Sustain Talk</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br/>Rena Hernandez, Public Strategies</p> <p><i>Identify “change talk” and “sustain talk/resistance” in client language during an MI conversation. Understand why it is critically important in determining how to respond in MI conversations.</i></p> |
| 4:55 PM | <p><b>Learned, Wonder, &amp; Unclear</b><br/>Keith Jossell, Public Strategies</p>   |
| 5:10 PM | <p><b>DHS Closing Remarks</b></p>   |



December 7, 2022

# DAY 2 AGENDA

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|----------|---|
| 8:30 AM  | <b>Team Building Activity</b><br>Rena Hernandez & Scotti Wilson, Public Strategies<br><br><i>Take part in an activity to build rapport and connection with your team members.</i>   |
| 8:45 AM  | <b>Welcome &amp; Clearing up the Unclear</b><br>Rena Hernandez, Public Strategies   |
| 8:55 AM  | <b>Responding to Sustain Talk</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br>Scotti Wilson, Public Strategies<br><br><i>Learn several strategies for responding to sustain talk/resistance to help guide clients away from resistance and in the direction of change talk. There will be a chance to practice these skills with a partner as well. These strategies will help the participant avoid dwelling on resistance in MI conversations that keep a client "stuck."</i> |
| 10:35 AM | <b>Break + Hotel Checkout</b>   |
| 10:55 AM | <b>Responding to Sustain Talk: Continuation</b><br>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br>Scotti Wilson, Public Strategies<br><br><i>Take part in an activity to practice automaticity in responding to sustain talk.</i>   |



December 7, 2022

# DAY 2 AGENDA

|          |   |
|----------|---|
| 11:20 AM | <p><b>Growing Change Talk</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br/>Rena Hernandez, Public Strategies</p> <p><i>Learn several strategies for responding to change talk that guide the client toward a commitment to change. These strategies will help strengthen and grow change talk.</i></p> |
| 12:15 PM | <p><b>Lunch</b></p>   |
| 1:15 PM  | <p><b>Responding to Change Talk</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology</p> <p><i>Engage in an activity to practice automaticity in responding to change talk.</i></p>  |
| 1:40 PM  | <p><b>Putting It All Together</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br/>Keith Jossell, Public Strategies</p> <p><i>Review the concepts that have been learned over the past two days, see examples of the principles in practice, and practice the skills with a partner.</i></p>               |
| 2:45 PM  | <p><b>Break</b></p>   |



December 7, 2022

# DAY 2 AGENDA

|         |   |
|---------|---|
| 3:00 PM | <p><b>Putting It All Together: Continuation</b><br/>Thad Leffingwell, Ph.D., Head of OSU Department of Psychology<br/>Keith Jossell, Public Strategies</p> <p><i>Review the concepts that have been learned over the past two days, see examples of the principles in practice, and practice the skills with a partner.</i></p> |
| 3:40 PM | <p><b>Surveys</b></p>   |
| 3:45 PM | <p><b>The New Family Success Plan in Action</b><br/>DHS Leadership</p> <p><i>Introduction to the new Family Success Plan and an opportunity to watch a role play, then practice one. There will be time at the end for questions about implementation!</i></p>  |
| 4:15 PM | <p><b>Clearing Up the Unclear &amp; Closing Remarks</b><br/>Scotti Wilson, Public Strategies</p>  |



# Biographies



## Rena Hernandez

Rena Hernandez is a Master Trainer at Public Strategies. Hernandez has served as Specialist, Coordinator, Manager, and Director with tribal, state, and federal agencies. Over her 14-year career, Hernandez has consistently and strategically aligned herself to further her experience and understanding of diverse communities and organizations to better serve as a change agent for healthier and happier communities. Hernandez created and led the launch of the MCN Hope Conference, oversaw and co-developed the Zero Suicide Initiative with community clinics and hospitals, organized wellness grants for communities, and has participated in extensive community research and development with multiple community coalitions. Her program work was spotlighted in SAMHSA's Tribal Communities of Learning for Tribal Innovation.

Hernandez earned an MBA-HC from Southern Nazarene University and a Bachelor of Science degree in Psychology from East Central University.



## Keith Jossell

As Senior Manager of Self-Sufficiency Content and Delivery, Jossell leads a team of Master Trainers tasked with planning, developing, and executing curricula development and dissemination strategies for effectively addressing the needs of low-income and/or disadvantaged populations across family-strengthening and employment efforts.

An expert in both operations and strategic planning, Jossell provides a unique perspective and ability to execute strategy and transform it into results. He has decades of experience conducting targeted data analysis to both identify barriers to business and oversee successful operations across all organizational teams and divisions.

Jossell earned his BBA in Accounting from Loyola University and his Executive MBA from the Kellogg School of Management at Northwestern University.



# Biographies



## Dr. Thad Leffingwell

Thad R. Leffingwell, Ph.D., is a clinical health psychologist and Professor and Head of the Department of Psychology at Oklahoma State University. Dr. Leffingwell completed his graduate training at the University of Washington and his predoctoral internship at the Puget Sound VA Healthcare System—Seattle.

Dr. Leffingwell is a member of the Motivational Interviewing Network of Trainers (MINT), having completed intensive training in how to train others in the approach. Dr. Leffingwell has trained thousands of providers across the state of Oklahoma and has been training and consulting with home-based service providers since 2001.

Dr. Leffingwell's research interests include brief motivational interventions for health behavior change and motivational predictors of self-directed and assisted behavior change. He has worked on numerous different federal, state, and privately funded intervention projects that investigated adaptations of motivational interviewing.



## Scotti Wilson

Through coaching, training, and guiding teachers and facilitators through best practices in facilitation, Wilson has dedicated her career to building capacity for economically vulnerable humans in areas of employment readiness and family strengthening. As a Master Trainer for Public Strategies, she provides training and facilitation in a variety of curricula, including PREP 8.0, Within My Reach, On My Shoulders, 24/7 Dad, Family-Centered Coaching, Winning the Workplace Challenge, Work Forward, GPDR/R (Go, Plan, Do, Review/Revise), Goal Setting, Motivational Interviewing, and Executive Functioning/Skills.

Wilson holds a bachelor's degree in Early Childhood Education and a master's degree in Reading from the University of Central Oklahoma.



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